



Los Medanos College

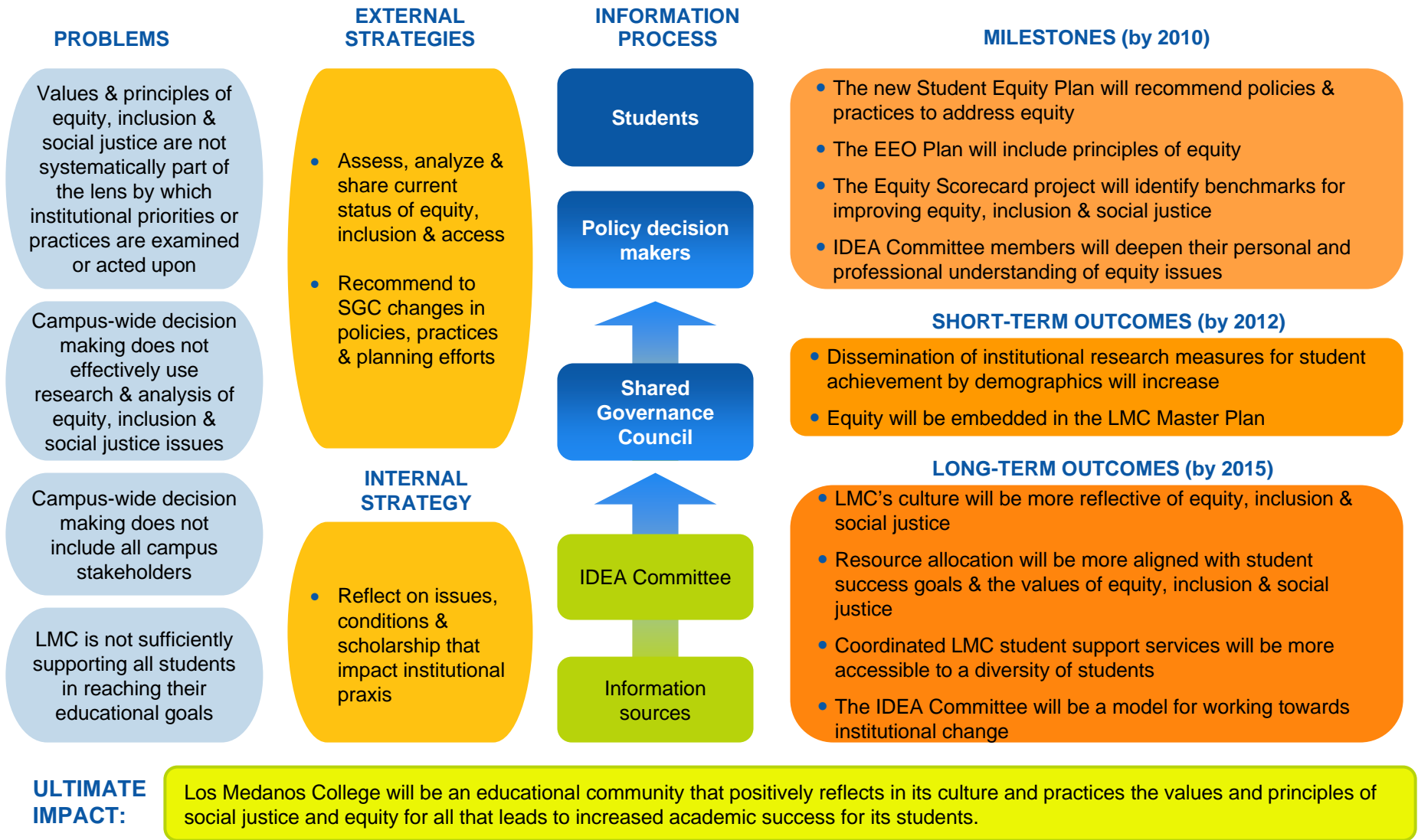
Institutional Development for Equity and Access (IDEA)

Theory of Change

BTW *informing change*
May 2009

Los Medanos College IDEA Committee Theory of Change

PURPOSE: The purpose of the IDEA Committee is to inspire and advocate for an institutional culture that defines, values and promotes equity, inclusion and social justice for all members of the Los Medanos College community.



Purpose Statement

The purpose of the IDEA Committee is to inspire and advocate for an institutional culture that defines, values and promotes equity, inclusion and social justice for all members of the Los Medanos College community.

Problems

Values & principles of equity, inclusion & social justice are not systematically part of the lens by which institutional priorities or practices are examined or acted upon

Campus-wide decision making does not include all campus stakeholders

Campus-wide decision making does not effectively use research & analysis of equity, inclusion & social justice issues

The College is not sufficiently supporting all students in reaching their educational goals

Strategies

External Strategies

Assess, analyze and share current status of equity, inclusion and access

Recommend to SGC changes in policies, practices and planning efforts

Internal Strategy

Reflect on issues, conditions & scholarship that impact institutional praxis

Strategies & Tactics

EXTERNAL STRATEGY #1

TACTICS (2009-12)

Assess and analyze current status of equity, inclusion & access



- Work with the Center for Urban Education to produce the Equity Scorecard and benchmarking measures
- Support and disseminate research on student equity issues
- Support the systematic collection of data representing students' voices and stories
- Support the analysis of available data with a lens of equity, inclusion and social justice

Strategies & Tactics

EXTERNAL STRATEGY #2

TACTICS (2009-12)

Recommend to SGC changes in policies, practices & planning efforts



- Analyze and update the Student Equity Plan (Fall 2009)
- Plan to address equity, inclusion and social justice perspectives in the LMC Master Plan
- Examine and augment program review processes and modify standards
- Assess RAP process and propose changes
- Recommend changes to Human Resources policies (EEO, hiring and other)
- Plan to assess the evaluation process for staff and faculty; make recommendations for improvements

Strategies & Tactics

INTERNAL STRATEGY #1

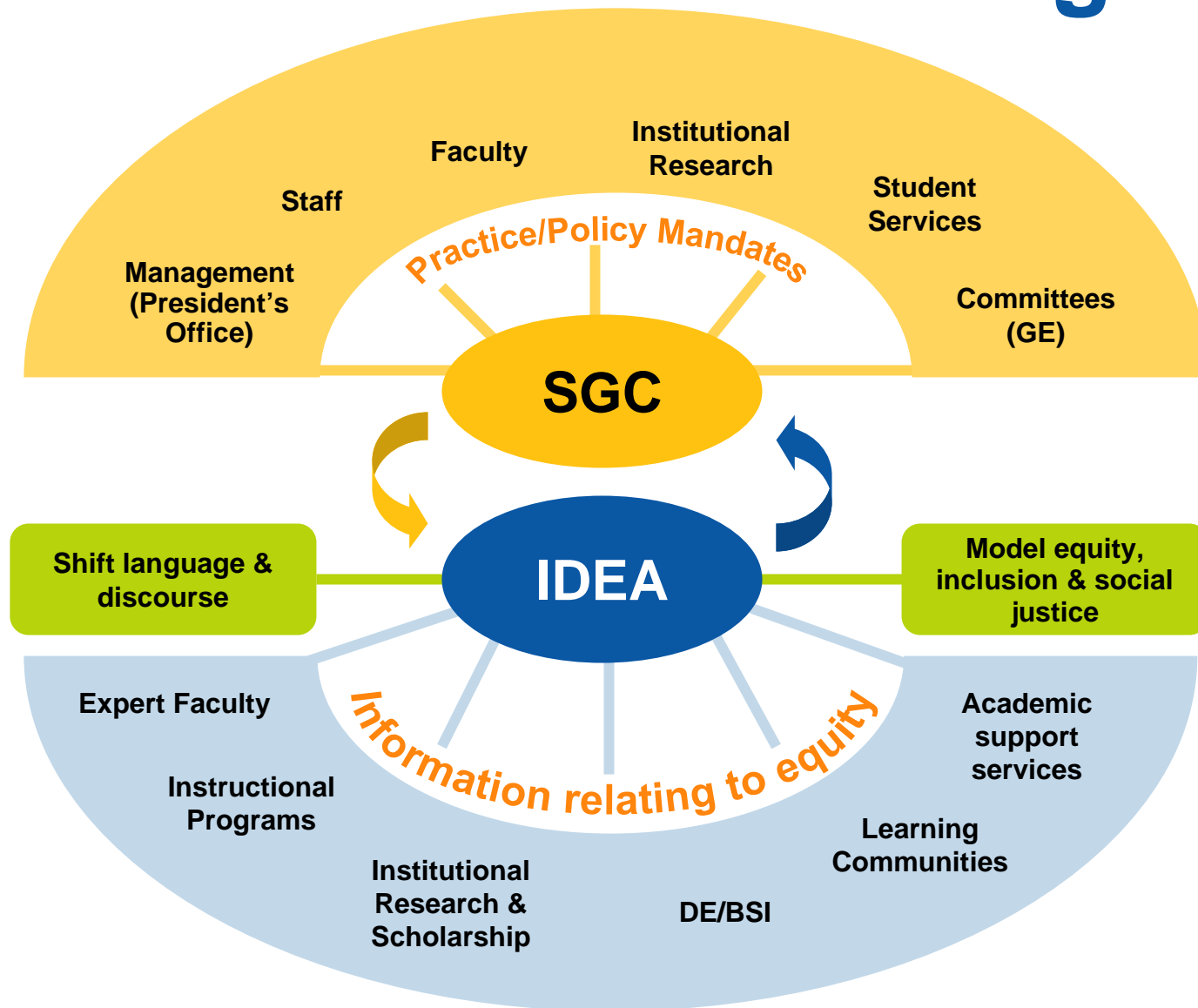
TACTICS (2009-12)

Reflect on issues, conditions & scholarship that impact institutional praxis



- Convene annual IDEA retreats
- Continue working with student services to increase IDEA's awareness of issues related to equity, inclusion and social justice
- Participate in personal and professional development activities
- Practice culturally-responsive pedagogy
- Cultivate internal practices that demonstrate a commitment to equity, inclusion and social justice (e.g., through meeting structure)

IDEA's Process for Change



Milestones and Outcomes

Milestones (by 2010)

- The new Student Equity Plan (Fall 2009) will recommend policies and practices to address equity
- The EEO Plan will include principles of equity
- The Equity Scorecard project will identify benchmarks for improving equity, inclusion and social justice
- IDEA Committee members will deepen their personal and professional understanding of equity, inclusion and social justice

Short-Term Outcomes (by 2012)

- Dissemination of institutional research measures for student achievement by demographics will increase
- Equity will be embedded in the LMC Master Plan

Long-Term Outcomes (by 2015)

- LMC's culture will be more reflective of equity, inclusion and social justice
- Resource allocation will be more aligned with student success goals and the values of equity, inclusion and social justice
- Coordinated LMC student support services will be more accessible to a diversity of students
- The IDEA Committee will be a model for working towards institutional change

Ultimate Impact

Los Medanos College will be an educational community that positively reflects in its culture and practices the values and principles of social justice and equity for all that leads to increased academic success for its students.